

**Thursday, November 7, 2024**



# Breaking Silos:

## How to align all school personnel for violence prevention



**John Hunkiar**

Executive Director

Florida Association of School Safety  
Specialists

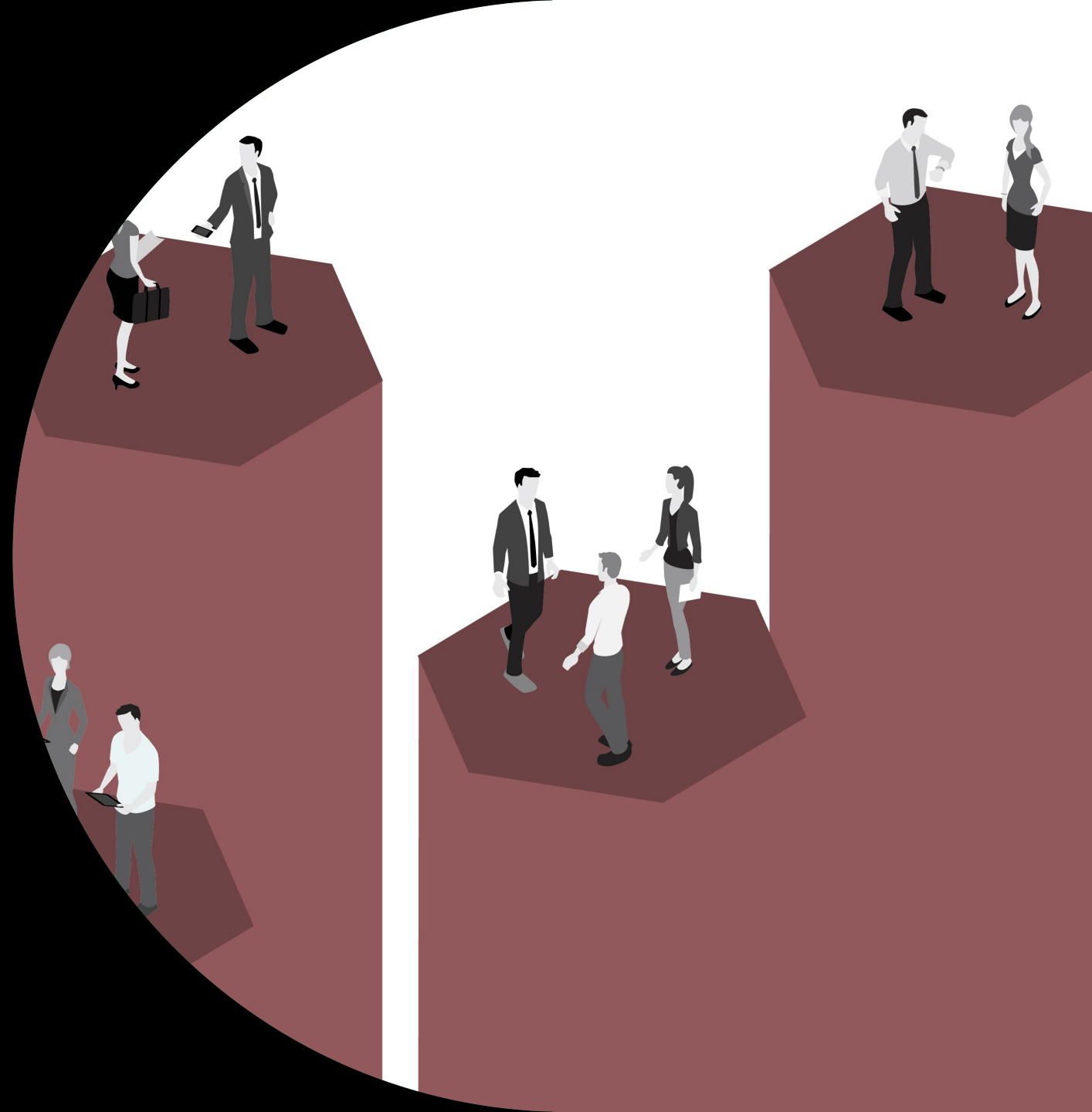
# BREAKING SILOS

## How to Align All School Personnel for Violence Prevention

**Date:** November 8, 2024

**Presenter:**

John Hunkiar, Executive Director  
Florida Association of School Safety  
Specialists (FS3)



# JOHN HUNKIAR




- 👮 16 years with the Leon County School District as the Chief of Safety and Security building a safety and security department from the ground up
- 👮 Key member of the North Florida Regional Domestic Security Task Force, Florida Department of Law Enforcement's Child Abduction Response Team
- 👮 15 years with the Miami-Dade School Police Department working his way from SRO to Major
- 👮 Graduate of the University of Louisville's Southern Police Institute
- 👮 Masters Degree in Public Administration, St. Thomas University



# THE UNIQUENESS OF FLORIDA

- 67 Counties
- 1 Superintendent per county
- 29 Appointed and 38 Elected
- Counties ranging from 350,000 students in 550 schools to 971 students in one school
- Impaneled Grand Jury
- School Resource Officers



HISTORY

## HOW WE GOT HERE

- Expectations have changed regarding school safety (access, vetting, parent communication, armed officers)
- Florida has continuously added requirements to school safety
- FLDOE has become compliance and enforcement focused
- 61 School Superintendent turnover in the last few years due to safety and security matters
- A statewide Grand Jury was convened to conduct criminal investigations. There have been individuals charged due to safety and security lapses
- Florida has zero tolerance for another preventable mass casualty event

# MARJORY STONEMAN DOUGLAS HS

- Most significant school tragedy in Florida history
- 17 Souls murdered
- Ignited radical school safety overhaul in a matter of weeks





# LEGISLATION

- School safety bill passed every year since 2018
- Marjory Stoneman Douglas Public Safety Act signed in 2018 – SB 7026
- HB 1473 School Safety passed in 2024
- [6A-1.0018](#) F.S. - School Safety Requirements and Monitoring





# MSD COMMISSION

- Governor appointed – MSD family members, commissioner of education, elected officials, law enforcement and DJJ experts
- This commission spearheaded compliance, enforcement and revolutionized best practices
- Initially designed to investigate the MSD tragedy but has morphed into an advisory role with an extended mission timeline



# SCHOOL SAFETY SPECIALIST

- Historically varied from district to district
- Statutorily mandated with safety prerequisites and responsible for safety programs, policies and training
- Oversees all safety programs, policies and compliance
- Ultimately responsible for all the S.G.O!



# OFFICE OF SAFE SCHOOLS

- Previously a data repository
- In 2018, directed by the Legislature to oversee all training of school safety specialists, compliance and rule making
- Current Vice-Chancellor selected upon our recommendation



# FS3

- Florida Association of School Safety Specialists
- Formed in 2023
- Structured by an Executive Board of current School Superintendents
- Operated by an active Board of Officers
- Membership consists of school safety specialists, mental health coordinators, district threat management coordinators, lab and charter schools
- Provide a collective voice from school safety experts



# SILOS

Definition:

A person or thing that has been  
or becomes isolated

# SILOS

- Parents
- Students
- Staff
- Teachers
- Administrators
- Mental Health Professionals
- Service providers to schools
- Federal, State, County, Municipal
- Lawmakers
- Law Enforcement
- Who are we missing?

# BREAKING DOWN SILOS

1. Where is safety and security in the hierarchy of your organization?



2. Leadership must empower everyone to step over into the safety and security world.

**EVERYONE IN THE ORGANIZATION NEEDS TO OPERATE WITH A SENSE OF URGENCY!**

3. No chain of command for reporting and alerting on a concerning piece of information.



4. Single point of contact for information to flow to your district and communication protocols for all silo groups.



# ALYSSA'S ALERT

- Alyssa Alhadeff, murdered on the first floor of MSD High School
- Alyssa's Law wrote into legislation as part of SB 7026 in 2018
- Panic button – both physical and mobile



- **False reporting**
- **Law enforcement resources**
- **Mandated student AND parent training**
- **Push back from several Sheriff's**



**FORTIFYFL**

SUSPICIOUS ACTIVITY REPORTING APP

---

# SUPERINTENDENT SPOTLIGHT



**FS3 FLORIDA SCHOOL SAFETY SUMMIT**



# CASE STUDIES

2004-2024

# MONITORING/ RECORDING

- U.S. Secret Service has a study on school shooters – no profile
- Somebody knew or had information that could have prevented the event
- After action reports

## List of school shootings in the United States by death toll

🌐 1 language ▾

[Article](#) [Talk](#)

[Read](#) [Edit](#) [View history](#) [Tools](#) ▾

From Wikipedia, the free encyclopedia

**Checked** 🔒

This article lists school shootings in the United States by death toll (four or more deaths, including any perpetrators that died during the shooting).



School shootings in the United States by death toll <sup>51</sup>

### List [\[edit\]](#)

This table is organized first by deaths, then injuries, and then dates.

List of school shootings by death toll (four or more deaths)

Date	Location	Deaths	Injuries	Description
				<b>Virginia Tech shooting</b> : 23-year-old student <a href="#">Seung-Hui Cho</a> killed thirty-two students and faculty members in two separate attacks on the campus of <a href="#">Virginia Tech</a> and then committed



> TWO ARRESTED IN SCHOOL THREAT  
> VISALIA  
> 13 YEAR OLD BROUGHT GUN TO SCHOOL  
> WAS A BB GUN AND SHOWED OTHER STUDENTS  
> STUDENT WAS ARRESTED



2016

2012



2008

**2004**



2000

1996



1992

# MICHAEL HERNANDEZ

- 14 years old – middle schooler
- Aspired to be a serial killer
- Claimed the life of 14 yo Jamie Gough
- Died in prison at age 37

2028

2024

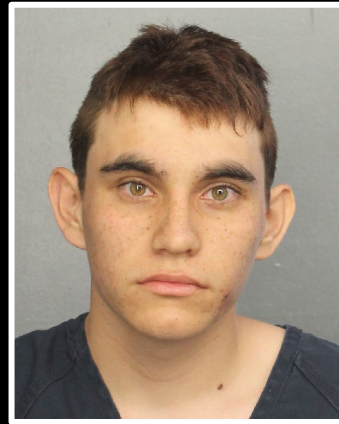
2022

**2018**

2004

2000

1996



# NIKOLAS CRUZ

- 19 years old
- Documented mental health issues
- Social media posts
- History within the school system



# #NEVERFORGET





# SENATOR BILL GALVANO

## I. Gun Control

A) 21 yrs old to <sup>buy</sup> Purchase ARs (L.E/Vet)

\* B) Wait Period 3 days  
AR (potential for extension)

Minimum Standard  
• Mark H. H. D) Bump Stock Ban  
(penalties)

## II. Guardians of Schools

A) Identify and fill  
Gaps in SRO's

B) Sentinel Program  
(Judd) 132 hrs

(marking)  
Hotline  
FDLE C) Student and Faculty  
training - (Pre-K)

D) State Reporting - Site

## III. School Structures Hardening

A) Review and apply  
the "Safe Schools  
Assessment tool"  
Haystack (access)

B) Provide and  
ensure school  
Safety Funds are  
going toward  
hardening schools.  
240 million

## IV. Mental Health

40 million A) Expand Funding  
for MH training/  
Screening and  
counseling (D.O.H.)

(Interview) B) Expand L.E. Baker  
Act Powers

Define  
Personal  
Connection C) Gun Violence  
Restraining Order

## V. Public Records

A) Photos

B) Videos

C) Addresses

## VI. Parkland

A) Partner w/ Dist.  
to Raze bldg and  
Fund a Memorial

2028

2026

2024

**2022**

2020

2018

2016



# SALVADOR RAMOS

- 18 years old
- 19 Souls taken
- Communicated intent through social media
- Bypassed local and state officers in the hallway
- Door propping, locked doors questions, police response

2030

2028

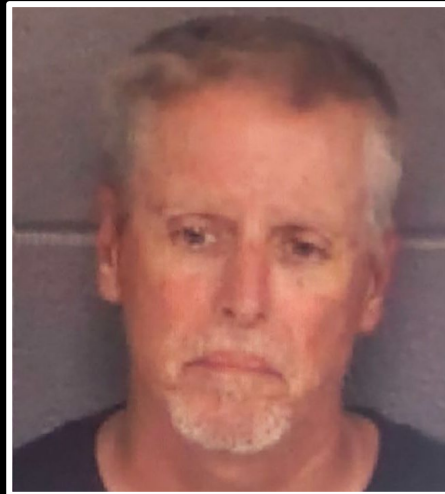
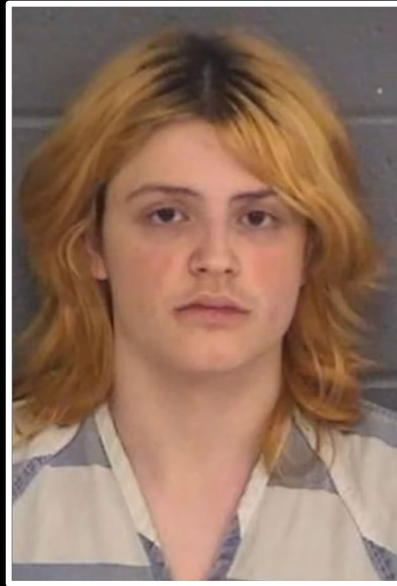
2026

**2024**

2022

2020

2018



## COLT GRAY

- 14 years old
- Brought a gun in his backpack
- Father Colin Gray charged
- Police visited his home previously



# NEXT STEPS

- Identify the role of your school safety lead as a key profession (*continuous education, reviewing/collaborating, getting out of your box*)
- Appropriate drills and exercises
- Don't be hesitant to ask for resources
- Review your data
- Become a threat assessment and management expert
- Build a threat assessment and management team of experts at every school and the district level - The Florida Harm Prevention and Threat Management Model
- Continuously review silo groups and invite them to the table as appropriate

# QUESTIONS?



**John Hunkiar, Executive Director**

Florida Association of School  
Safety Specialists (FS3)

John.Hunkiar@fls3.org | 850-694-3574

@FLSchoolSafety